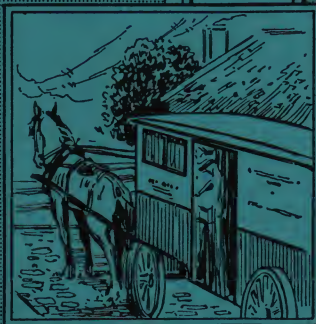
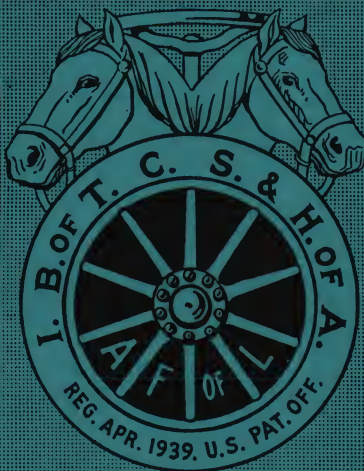


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AUGUST, 1940

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
STABLEMEN & HELPERS
of AMERICA**



GENERAL PRESIDENT TOBIN was chosen by the State Democratic Convention of Indiana as a delegate-at-large to the National Convention at Chicago. He did not seek this position and he only accepted it after he made a clear statement, face to face with Democratic leaders in Indiana, including Social Security Administrator Paul V. McNutt, as to where he stood on the all-important questions that might come up before the Convention. He gave them to understand that unless they agreed he would not accept the delegateship. He very plainly told the leaders that there were Democrats he would not support, if nominated. They agreed. He next told them to fully understand that he was a labor official serving the ranks of labor and not a political office seeker. They agreed.—J. M. G.

—•—

ALL ROADS lead to Washington immediately after the first of September, and we expect you to send your best men to make the laws that will govern our organization for the next five years. Our Convention opens on Monday morning, September 9th.

—•—

IT WOULD be well for your delegates-elect to make their reservations in time in the hotels in Washington. The International headquarters, where the International Officers will stay, will be the Mayflower Hotel. When you arrive at the station in Washington, take a taxicab and it will take you to any hotel at a very reasonable rate. It costs you nothing to make your reservation in advance; therefore, don't wait until you get to Washington.

—•—

STATE in your letter that you are a delegate from the International Brotherhood of Teamsters and that you expect convention rates. Also state the kind of room you desire, whether with one or two beds, and whether with bath or with running hot and cold water. I might add that most rooms in the modern hotels in Washington have baths. Washington is noted for its innumerable hotels but there are many that we could not recommend.

—•—

IT IS NOT necessary for you to always eat in the hotel. There are innumerable restaurants and lunch rooms everywhere in Washington.

● OFFICIAL MAGAZINE ●

INTERNATIONAL BROTHERHOOD of TEAMSTERS, CHAUFFEURS STABLEMEN AND HELPERS

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Daniel J. Tobin, Editor

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Glory of the Conquered

The little nations of the world are facing their hour of agony. They seem to be going down in defeat, but history will tell a different story. They will be glorified by the historian while the conqueror will be reviled and anathematized. The names of the conquered will be carved upon granite blocks or placed upon bronze tablets, but more important, their deeds will be recorded in the hearts of the people for whose sakes these heroes made the supreme sacrifice.

The glory of the conquered lies in the fact that their spirit was never defeated. Their swords may have been broken, but they were broken in conflict. And in a coming day they will be resurrected and shine forth as the heroes of a future generation. Their souls will go marching on. But this story may be told of every man who bravely faces the problems of life, because every morning he is challenged to engage in a fight to achieve his high purpose.

It may be a battle for one's friends, one's fellow workers, one's fellow citizens. It may be a fight for underpaid and overworked men and women; for sick and tired people of the tenements; for underfed and underclad children; for disheartened and hopeless unemployed adults; for beaten and discouraged young people who could not get a start in life. These are conflicts which cannot be won with battleships and bombers, nor through military strategy. They are won only by destroying hatred through brotherhood, selfishness through sacrifice,

injustice through equity, indifference through understanding.

Those who engage in such conflicts must not run with the mob. The mob never moves forward. It usually remains at a low level. Victory comes only through organization. Sometimes even organization fails, and its leaders seem to have lost in the conflict. But when the issues are wide-reaching, the failures must be discounted. Only the long view will determine when victory has been achieved.

This is particularly true of Labor's struggles. As one looks back over the years every sign indicates steady progress has been made, and points toward ultimate victory. They who seem to have been conquered in Labor's conflict will be glorified in the victories of the future. And we must ever be mindful of the fact that each generation has been raised to a higher level because of the struggles made by those in the past, even though the latter may seem to have failed in reaching the goal.—*Dr. Charles Stelzle.*

Over a Hundred a Day Dying

The Americans who were drafted or who enlisted for the World War now average 47 years of age. They are dying at the rate of 113 a day. These men leave widows, orphans, dependent parents and relatives.

Though they were the pick of the country, they are dying faster than others of the same age. War—what for? —*Contra Costa County Labor Journal.*

The Employer Attitude

Employers are pretty much alike wherever you find them. They don't like collective bargaining; the prerogative of "hiring and firing" is very precious to them; workers' rights are less important to them than property rights; budgets are always to be balanced at the expense of workers.

Just as employers of industrial labor organize into manufacturers' associations and chambers of commerce, so state boards, the employers of state workers have in the past set up their own associations. Their influence and money has been used to hurt state workers just as other agencies operate to oppress other workers.

Until very recently the average appointed state official has come from and represented society's "upper crust."

State employees, on the other hand, are workers; their job is to combine with other workers to advance the general welfare. The trade union movement offers the way. The state employees themselves must supply the will.—*Contra Costa County Labor Journal.*

What Does Labor Want?

It wants the earth and the fullness thereof. There is nothing too precious, there is nothing too beautiful, too ennobling, unless it is within the scope and comprehension of Labor's aspiration and wants.

We want more schoolhouses and fewer jails, more books and fewer arsenals, more constant work and less crime, more leisure and less greed, more justice and less revenge—in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful and childhood more happy and bright—*Samuel Gompers.*

100,000 Radio Operators Must Prove Citizenship

Washington, D. C.—The Federal Communications Commission ordered approximately 100,000 radio operators holding United States licenses, including amateurs, to furnish proof of their citizenship before August 1. The action of the commission was one of the first steps taken to ferret out of the communications system any

fifth columnists who may have slipped in through flimsy proofs of citizenship.—*News Letter*.

Wallace's Granary Plan Is Vindicated

Secretary of Agriculture Henry A. Wallace has the last laugh on those who ridiculed his "ever-normal granary" program. Foods stored against a day of need are not only adequate to our own requirements, but will enable this country to feed starving millions of Europe, the President declared recently.

If additional crops are needed, the President added, they may be obtained without difficulty, and without injury to farmers who produce them.

Building Construction Takes Tremendous Spurt

Building construction is now at the highest levels in years and further expansion is in sight.

The *Wall Street Journal* reported this week that home building last month touched the 1929 mark, and that industrial construction, which has been lagging, has taken a "tremendous spurt."

Scores of industrial concerns have launched expansive programs, the *Journal* said, reporting a 175 per cent gain in awards last week.

80,000 Apply, 800 Hired; Where's Labor Shortage?

Brooklyn, N. Y.—The New York Navy Yard, in Brooklyn, where 80,000 men have applied for work since May 1, has hired 800 skilled workers to increase the yard force to 12,700 and is planning to put on its third eight-hour shift to speed construction of the battleship Iowa and reconditioning work on eighteen other craft, mostly destroyers.

Recent hirings have averaged sixty a day, according to Capt. Charles A. Dunn, industrial manager of the yard, and will continue at that rate until the force is up to about 15,000 men.—*News Letter*.

More Surplus Food for Needy Jobless

Senators representing rural and urban areas joined hands this week to put through an amendment to the relief bill appropriating an extra \$100,000,000 for the purchase of surplus farm products and their distribution to the needy unemployed.

The "economy" advocates made a strong protest, but their arguments fell on deaf ears.

The \$100,000,000 is in addition to \$85,000,000 for the same purpose in the regular farm bill and another \$100,000,000 which is made available from customs funds.

After the vote, Senator Alva B. Adams (Dem., Colo.) told reporters "the country should be very grateful it was only \$100,000,000, because they could have gotten \$300,000,000 just as easily."

"All they would have to do is to say it was for the farmers," Adams added.

Plan Trade War With Nazis

The Federal Government has called a meeting of the 21 nations in the western hemisphere to consider problems growing out of developments in Europe.

Among the proposals to be considered is the consolidation of the trade of the hemisphere in a single buying and selling agency, starting with a capital of \$1,000,000,000. The agency, it is suggested, would buy up all surplus products of the American nations and dispose of them in the world markets. The details of the plan are now being studied by four cabinet officers.

Some such plan as this, it is said, is the only way of meeting Germany's barter system.—*Labor.*

If Drinks Hinder Work It's Misconduct

Chicago.—Frequent overindulgence in liquor outside working hours, which results in greatly reduced efficiency at work, constitutes misconduct connected with employment, the Illinois Division of Placement and Unemployment Compensation has ruled.

Under the state job insurance law, a worker discharged for misconduct in connection with his work may be penalized by having his benefits delayed for as long as six weeks.

The decision was made by the adjustment unit of the division.

"One who is discharged for continued indulgence in liquor outside working hours after warnings, which conduct shows a disregard for his employer's interest and which, in fact, results in greatly diminished efficiency, is discharged for misconduct connected with employment," the adjustment unit held.

The decision was given in the case of a young foundry worker who because of repeated nights of overindulgence in liquor could produce only about one-third of the normal amount of work. When the worker was discharged he filed a claim for benefits which was challenged by his former employer.—*I. L. N. S.*

Proposes Gradual Cut in Work Hours to 33 Weekly

Rochester, N. Y.—Declaring that "an empty stomach is a breeding place for crime," Henry D. O'Connell, president of the Rochester Central Trades and Labor Council, proposed gradual reduction of working hours to a maximum of 33 per week in order to give

employment to "the 700,000 youths between 16 and 24 who are out of work."

At the same time, O'Connell told Kiwanis Club members, the hourly wage must go up in line with production, to enable the workers to buy what they produce.

He suggested a nationwide lowering of working hours at the rate of an hour every two months until a maximum of 33 hours had been reached.—*I. L. N. S.*

Substitutes Ready to Meet Rubber Crisis

If the worst happens, this country can supply its need of rubber with "very satisfactory substitutes," spokesmen for the Goodrich Rubber Company, Standard Oil and the duPont Company told the Senate Military Affairs Committee recently.

The Goodrich representative disclosed his company would shortly be producing 36,000 tons annually of synthetic rubber, which is said to be superior, for some uses, to the natural product.

Standard Oil has developed rubber from petroleum that will meet every requirement of natural rubber, the committee was told.

Low Incomes Mean Poor Business

The *Wall Street Journal* has assigned two of its experts to the job of telling its readers how to "measure business." It is difficult for many of us to understand the technical description of this "index" and that "formula" and the process by which these complicated calculations are reduced to definite conclusions.

Fortunately, the *Journal's* head writer undertakes to put it all in this simple sentence: "Failure of consumption of non-durable goods to keep abreast of production is a dan-

ger sign." And the experts help out by adding that family incomes "are the primary determinants of the amount of goods they buy; a complex of their hopes and fears regarding the future is a secondary factor."

In simple English: *Low incomes mean poor business*. It will be a happy day for America when business men see the truth of that principle.

Then, instead of advocating wage cuts, they will call for wage boosts, and they will join Labor in denouncing the "sweatshopper" who, blinded by greed, is constantly threatening the stability of our economic structure.

"The World Isn't Finished"

Some time ago one of *Labor's* bright young men wrote a story about a combination radio and television set so small it would fit in a lady's handbag. He said it would be fitted with a key number, which would enable the lady not only to call "hubby," but to see that gentleman reflected in her hand mirror.

The thing sounded fantastic, but evidently the bright young man was within the realm of possibility. Just the other day at the New York World's Fair, Charles F. Kettering, the "wizard" of General Motors, participated in a demonstration of the "telephone of tomorrow." This is a combination of telephone and television which enables the speakers to see each other.

"The object of this experiment," said Kettering, "is to show everybody that the world isn't finished. Opportunities in the future will be much greater than in the past."

A comforting reflection when a lot of the world seems to be cracking up.—*Labor*.

More Than Theory Needed

Public policy has long recognized, in theory at least, that it is not only more decent but cheaper to provide

for the victims of industrial accidents through compensation insurance than through relief or charity—and that it is even more economical to prevent many of the year's 1,375,000 injuries by doing a thorough job of industrial safety and industrial hygiene, the U. S. Department of Labor says.

The unfortunate thing about the industrial accident situation is that employer recognition of the principle that accident prevention is cheaper than compensation is too often a matter of theory. If employers generally would make accident prevention a fact instead of a theory the workers and the nation would gain immeasurably.

Steadily growing public recognition that accident prevention pays in every way is a cheering factor in the situation. When public sentiment forces action—real action—accidents in industry, the home, agriculture and the highways will be minimized and an accident record that is now a national disgrace will be a thing of the past.

\$194,440,151 Pensions Paid Railroad Workers

Benefits totaling \$194,440,151 were paid in the last fiscal year to 169,800 railroad workers who retired because of age or disability, and to the survivors of workers who died, according to the annual report of the Railroad Retirement Board, just issued. About 141,000 who have reached the age of 65 and retired are now enrolled as pensioners.

All that harms Labor is treason to America. No line can be drawn between these two. If any man tells you he loves America yet hates Labor he is a liar. If any man tells you he trusts America yet he fears Labor he is a fool. There is no America without Labor, and to fleece the one is to rob the other.—*Abraham Lincoln*.



EDITORIAL



(By DANIEL J. TOBIN)

THERE are so many fake papers published now dealing with labor matters that it is impossible to guard against the vicious misstatements contained in many of them. The average working man picking up a "labor digest" believes that he is reading something from labor's ranks. They are all established and doing business for the purpose of making money for those who promote and control them. This, of course, is only natural. The danger, however, is that they contain so much misinformation smothered with a little news that they deceive laboring men. Some of them wilfully print misinformation. Others do so because they are prompted to do it by the enemies of labor. There are really some that could be called radical, but they keep within the law so they save themselves from prosecution. Those so-called "labor digests" are published in many parts of the country. There is one especially misleading publication of this type in Indianapolis. "Labor Digest" is intended to deceive.

In addition to those we have publications under the heading of "rank and file news." In most instances we have reason to believe they are actually promoted and fostered by communistic influences. Their principal purpose is to create dissension within the labor movement. Our members and the workers in general should beware of these publications. It is part of the game of foreign elements which are undoubtedly controlled and promoted by some branch of the "fifth column" to destroy the unity and solidarity of the trade union movement in our country. Recently one issued in Chicago attacked the officers of the Milk Drivers' Union and the officers of the Joint Council, because those officers complied with the rules of common sense and the procedure as contained in the International constitution relative to arbitration.

We have reason to believe that the Federal Government is now making an investigation of some of those publications—for what purpose they are in existence and who is financing them. If their primary object is to create dissension and discontent you can rest assured that the Federal Government, if it ever gets started in this direction, will make some of the writers of these publications sending out dangerous information and creating discontent, I repeat, the Federal Government will make them toe the line before they finish.

AS WE expect 1,800 delegates or more, and as it is a fair, conservative estimate to say that each delegate will cost his local union an average of \$250.00; in addition to this, as there will be at least 500 visitors, consisting of the wives and other members of the families of the delegates; also taking into account what the International Union will spend for printing daily proceedings, for rent of hall, and the innumerable other matters, the total cost of the convention will be over \$600,000.00. Every five minutes of our convention costs an enormous sum. We cannot waste our time. Therefore, we would suggest to the delegates that innumerable, lengthy, tiresome speeches for the sake of getting on the records should be well considered by those coming as delegates before they inflict any additional cost on our convention. We give you some idea of this expense so that you will send to the convention only the finest type of men who will properly

represent you and who will help formulate policies and enact laws for the future of our International Union. There is no use in spending this large sum of money unless we do things that are helpful and constructive.

THE city of Washington, besides, is no place for hoodlums or undesirable characters. The Federal Government has hundreds of men in plain clothes who watch everyone entering the city and who are continuously around the hotels. Anyone misbehaving himself or getting into any kind of trouble will have to pay the penalty. There is no such thing as fixing anything in the city of Washington. All policemen are under the supervision of the Federal Government. We are reputed to have the best conducted conventions, made up of the best kind of delegates, of any large gathering at any convention.

WHEN we applied for the use of the building to the Daughters of the American Revolution, they unanimously voted to rent us their hall. Of course we had to pay a substantial price, the same as everybody else, but there are many organizations, including some labor unions, that have been refused the hall at any price. I was informed that the Board of Directors, who have to do with the renting of this beautiful building, were unanimous in granting us the lease of their hall for our convention. Why should they take such action? Because they have inquired from all other cities and from hotels as to the kind of people we are and how we conduct ourselves, and the hotels have placed us in the highest standing in behavior and character as well as giving us a high rating from the standpoint of spending our money.

IT MAY not be inappropriate at this time to offer some advice to men who may be delegates and who have never attended a previous convention.

Don't act as though you were a school boy just out of school. Remember you have a great responsibility, and remember your conduct reflects on our organization. Be decent, courteous, well behaved, and always a gentleman, and you will bring consideration to yourself and respect and honor to the people whom you represent. Sometimes undesirable characters or suspicious police characters follow conventions of this kind. You can rest assured such individuals, if there are any, will be spotted the minute they land in Washington.

Look over the directions on hotels and other matters which you receive from the Secretary's office.

If you drive to the convention, be exceptionally careful of the traffic, especially in going through congested cities and towns.

While you are in Washington visit the headquarters of the several International Unions, especially the headquarters of the American Federation of Labor, a building of seven stories located at the corner of Ninth and Massachusetts Avenue. Also see the wonderful office building of the Bricklayers' International Union; the Electrical Workers' International Union; and the beautiful home, once the University Club of Washington, which has all been made over and is now the office building of the United Mine Workers, one of the picturesque and beautiful buildings of Washington. The Machinists' International Union also owns and has its headquarters in a very valuable and expensive building, fully occupied, right

opposite the American Federation of Labor. In the Machinists' Building is located the International Association of Journeyman Plumbers and Steam Fitters. I could fill this entire publication this month in pointing out to our delegates the places in Washington and vicinity which they should visit before they return home. It is an opportunity of your lifetime and take advantage of every minute.

Above and beyond all, take care of your health from the time you leave home until you return.

I am not referring to the home of George Washington, eighteen or twenty miles from the city of Washington, which undoubtedly you will have an opportunity of seeing, because arrangements to this effect will be made by the local entertainment committee, which has many things in store for you.

AS OUR members already fully understand, the General President of our International Union has been called to Washington by the President of the United States for the purpose of giving whatever assistance he possibly can to the President and the Government in these dangerous days that confront our country. The General President first went to Washington to discuss the entire situation with President Roosevelt and asked that he be given a short time to think the matter over. Later, in a further conference with the President, it was agreed that he would accept the position of executive secretary and render whatever services he could until this crisis now confronting our country, and which has practically destroyed civilization in other countries, has passed over. The General President accepted the appointment temporarily, with the distinct understanding and agreement, first, that if it could be legally arranged he would accept no salary from the Government and, second, that he would not have to sever his relations with the International Union; that he would be allowed to look after any serious matters that may arise within the International Union, and that he would continue his work as General President whenever called upon to act for the International Union and, especially, that he be permitted to preside over and conduct the affairs of the International Convention. President Roosevelt fully agreed with these requests made by President Tobin. Most of his time will be devoted to the affairs of the Government in the capacity of helping to adjust labor troubles and disagreements, and advising and, in a general way, helping the President of the United States and relieving him as much as possible during these trying times in matters dealing with labor and employment. The affairs of his office in the International headquarters in Indianapolis will be carried on during his temporary absence by John M. Gillespie, who will be in the position of Acting President. General President Tobin will be in daily contact with the affairs of the office.

It is a distinct honor to have a member of our International Union chosen out of the millions of organized and unorganized workers to fill this all-important influential position. Letters intended for the General President should be addressed as before, to his office in Indianapolis, where they will be properly taken care of.

JOHN M. GILLESPIE,
Acting President.

ON WEDNESDAY, July 10, the President of the United States intervened in a dispute between Railway Express Agency, Inc., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees in regard to a threatened strike which was to take place on Friday, July 12, at 5 A. M.

The dispute centered around the request of the Railway Clerks for a reduction of four hours from a 48-hour week to a 44-hour week. The International Brotherhood of Teamsters has been working under a 44-hour week for a number of months, brought about through collective bargaining with the company and the representatives of our International Union. Our organization was able to persuade the company, by statistics and effective argument in their negotiations, of the necessity for such a work week so far as its membership was concerned, and an agreement was reached. It is on this agreement that the Railway Clerks are mainly relying, claiming that there is a discrimination as to their membership because 5,000 or more members of the Teamsters' Union were granted a 44-hour week and they are obliged to continue under a 48-hour week.

On Thursday, July 11, President Roosevelt appointed a three-man board which will hold hearings and report its findings to the President within 30 days. After the board makes its report the Railway Clerks, if they feel that their demands have not been met, may then strike. This is the procedure under the Railway Labor Act which allows the President of the United States to intervene if there is a dispute which threatens to interrupt interstate commerce to a degree calculated to deprive the country of essential transportation service. President Roosevelt's action will have the result of preserving the status quo for 60 days.

The board consists of Harry A. Millis, Professor of Economics at Chicago University and a former member of the old National Labor Relations Board; Dexter M. Keezer, President of Reed College at Portland, Oregon, and John P. Devaney, former Chief Justice of the Minnesota Supreme Court and a leading lawyer of Minneapolis. All of these men have had previous experience in adjusting labor controversies. It is our opinion that they will grant the request of the Railway Clerks and allow them to work under the same conditions which the members of the International Brotherhood of Teamsters have enjoyed for the past several months.

We are calling to your attention at this time that the present agreement between the Railway Express Agency and our International Union covers not only 44 hours for express drivers, helpers and garagemen in the cities where they are organized, but the Scope Rule in the agreement further states: "and in any other city in which a majority of chauffeurs and helpers, stablemen and garagemen may hold membership in the International Brotherhood of Teamsters," so that the vehicle employees of Railway Express Agency, Inc. may have a 44-hour week immediately by becoming members of our organization, which is the organization granted, and having, jurisdiction over them by the American Federation of Labor.—J. M. G.

THE short workday has come to stay and as time goes on it may become shorter. Considering the large number of unemployed in this country who are old enough to work, and must have work, it is going to be necessary to get away from the old rush seasons and slow seasons and the work will have to be done within shorter hours and in five days or less time.

The shorter workday and week with high rate of wages will answer the question of what to do with the unemployed, that is, those who are willing to work, and will, if given a chance, and for those who will not work regulations of some kind will have to be set up and enforced. Also in order that business may function the high rate of interest now paid to bankers will have to be lowered so that prices may be reduced because at the rate of present prices a man or woman working five days a week even at high wages cannot buy what is produced by the workers or the farmers. The large profit on what we eat and wear as well as on our entertainment can be regulated so that everyone can pay for them. If this is done it may mean that the building up of large fortunes will be over. That will not do any harm for there is no good reason why the workers of today and tomorrow should be making contributions toward keeping people who will not be born for the next hundred years or more, and that is just what we are doing when we have to pay such high prices for the things we need to sustain life, and so long as too much profit is made on the things we need, just so sure as we live today, there will be dull seasons and after so many dull seasons we run into a depression, and the worker, because of these dull seasons, is about broke when the depression hits us, with the result that everyone is dissatisfied with everything, including himself, and no good can come out of such a condition, so the sooner it is changed the better it will be not only for the worker but for our government as well. Every worker should be entitled to a good home in which to rear his family. It should have up-to-date improvements whether he owns it or pays rent and with the short workday and week he will have a little time to enjoy life with them for the short while he is in this world. It will also mean better education for the children of workers, which is bound to make better citizens of them, all of which will prove profitable to our country. This, of course, cannot be accomplished in a day, but it can and will be done, and through organization will be the best and only way, but just wishing or dreaming will never bring it about, and if we have not learned from our experience during the depression of the last ten years, then we never will learn. The government has done a good job even though it has cost a lot of money, but when the depression is over we can all look back and feel sure that no one suffered from hunger; that we have beautiful buildings and wonderful parks and the finest roads in the world, and with business at its peak, these bills will all be paid almost overnight; with the people enjoying what they never had before because we had a man at the head of our country who could see not only into the future but who had the nerve to do the things that had to be done.—J. M. G.

WE HAVE local unions in some of the large cities that feel they can ask the employers for almost anything and get it because they have strong unions back of them. They don't want to listen to advice of any kind and feel so sure of winning they will take any kind of a chance without considering what it may mean to the membership of their own local as well as to the members of the other strong unions they expect will support them. Well, that is one idea they must get out of their heads because those unions have contracts and they are not going to be allowed to break them.

Leaders of this kind like to ride along with the grandstand players because to them it looks like they are being popular, but if in the end things happen to go wrong they are the first to want to place the blame on some-

one else although in the beginning they seemed to have the impression that they had everything to gain and nothing to lose.

The leader who stands up in his meeting and fights for what he believes is right never has to blame anyone else for whatever happens or how things turn out and will in the end have more friends and votes in his local than those who play to the galleries but could not make good. Just ask the man who is forever finding fault with everything that comes up in the meetings what suggestion he has to offer that will prove to be better than the one before the meeting which is about to be voted on. Without a doubt he will not have a suggestion to make because he is only a constant faultfinder. The man who has some suggestion or a solution of the case is the most valuable to a union.—J. M. G.

IN ANY locality where there is not a Joint Council of Teamsters but a local in the district has a wage scale coming up or is having some trouble over its present scale, there is no reason why the business agent or members of the executive board of any other local union nearby should not help that local all they can by offering their services to the local and help bring about a settlement of its trouble. It would also show the employers that our membership in the district are as one and willing to help bring about peace where there is trouble.—J. M. G.

THE tax problem is getting a good going over everywhere today because there seems to be a belief among taxpayers that they will be increased. Well, perhaps there are not many who like to pay taxes on their property but they dislike it more than ever when they have to pay a higher tax than usual. However, these are unusual times and many of our neighbors are out of work, with the result that they have to go on relief in order that they and their families may eat and have a place in which they may live and keep warm in cold weather. The Relief Committee cannot give them money unless the state, city, town or federal government gives it to them for relief purposes, and the agencies named above can only obtain this money through taxation.

As a matter of fact, under conditions as existing in our country today, those of us who are working should be glad to pay the tax since we are not on relief, because my neighborhood and yours would be a very unhealthy place in which to live if our neighbors were hungry. Therefore let us not be too hasty in blaming the men elected to office in our home town for increasing taxes, because we know that the unemployed must be taken care of in the best and only way we know of at the present time. When business gets back to normal and the toilers return to work taxes will shrink, dark clouds will pass away and happy times as well as happy homes will be back with us again to stay, we hope, forever.—J. M. G.

WHEN a member of one of our local unions is leaving our craft to go to work at some other trade or line of work, or if he is taking a position as boss for some employer of our craft, he should be given a withdrawal card and his ledger page should be so marked that anyone handling it later will know that he is out on a withdrawal card. If he does not ask for a withdrawal card and just stops paying dues, then notation should be made on his ledger page stating that he did not get a withdrawal card.

The reason for this is: In the election should there be a change in officers, especially the Secretary-Treasurer, the new officer would not know anything about what had transpired unless the ledger showed that the member had taken a withdrawal card, otherwise it would appear that he had just stopped paying dues. Again, this man sometimes returns to work at our craft and expects to start in again as a member of the union on the payment of one month's dues. He may be taking advantage of the fact that the former Secretary-Treasurer is no longer with the union and he is going to get back in a cheap way, having failed to take a withdrawal card. But if the instructions, as stated above, are placed in the ledger on his page he is going to be out of luck because the record is there. These men sometimes when leaving the union intend never to come back and do not, therefore, protect themselves, but where they do come back they expect to have all laws put aside, or broken, just because they neglected to protect themselves. If the locals will only see to it that their records show whether or not a withdrawal card was issued it will save a lot of work for the local and also a lot of letter writing for the International office, because when such men return and want the local to take them in again as members, unless they are taken in you may rest assured that a letter will be on its way to headquarters written either by the man or by some law firm that writes in about the case as it is given to them.—J. M. G.

WE STILL have some truck employers who have an agreement with one of our local unions and their drivers haul into and take loads out of a small city where the wage scale is from three to five cents under the scale paid by them and they are always trying to have their men transferred into the local that has the lower wage scale. The employer's story is that it would give his drivers a chance to attend the meetings of the local union. On the face of it it would give the impression that he was interested in his men although, of course, he is interested only in the few cents difference in the wage scales.

When all over-the-road wage scales are settled there will not be any difference in the wage rate and all engaged in this line of work will have to bid for it on the square. From then on the bosses will not bother much as to which local union their men belong just so long as they can do a day's work or a night's work while they are on the job, and those members who have been crying in the interest of their boss may be doing a little crying for themselves, especially if they do not happen to be up to snuff on their jobs, because the boss, in the first place, knew they were not much good and for that reason asked them to plead for him. They never ask a real man who has the proper stuff in him and stands up for what belongs to him and his union.—J. M. G.

IN SOME localities there are to be found employers who think all they have to do in order to get away from paying the wage scale prevailing in their city is to move into a city nearby and then have their drivers transfer into the other local and pay a lower rate of wages. This means that there are times when they have to drive five or more miles out of their way to make the town where they believe they can get away with chiseling of this kind, and right away we find a business agent who demands transfer cards in favor of such a concern.

Well, usually there are more reasons than one for actions of this kind but all who may be concerned might just as well know now that no one is going to be transferred from one local into another where they are doing the same class of work and take a reduction in pay. The International Executive Board will not stand for a deal of that kind. It was tried some years ago but was stopped. Some chisellers, however, never give up and feel that some day they will make the grade over some agent who does not think for his membership, or himself, for that matter. When a wage scale is agreed to then see that it is lived up to and anyone caught trying to break it down through a cheap method, as stated above, should be made to pay a penalty in some form until he does what is right.—J. M. G.

THE other night while reading one of our leading newspapers I noticed a letter which had been sent in for publication, and, of course, for the consumption of the public, signed, "A Friend of Labor." Upon reading this letter one could not help but have his doubts as to the writer's friendship for Labor, because everything contained in the letter was in direct opposition to Labor. In fact, not one single good thing ever done by Labor was mentioned in the letter although every good thing that happened in his great city was due to the work of Labor. As a general rule, such a letter accomplishes just what the writer intends it should, that is, blacken Labor's record, so instead of being a friend, he is a foe to Labor and all that it stands for. When a man writes a letter but fails to sign it, it is pretty good evidence he is ashamed of it or else he would have signed it.—J. M. G.

WHEN a strike endorsement is granted by the General Executive Board to one of our local unions, any member thirty days in arrears with his dues, is not eligible for benefits whether it be a strike or lockout. This is a law of the International Union, approved and adopted by the convention, and no one can change it. There is not any reason why dues cannot be paid on time and then the membership has every protection the International can give them.

When members are faced with a situation of this kind because they are back in the payment of their dues, they try to place the blame on someone else, whereas they are really the only ones at fault. It would be a good idea for each member to check up his due book and see where he would stand in case some unforeseen strike or lockout should occur in his local union.—J. M. G.

LOCAL UNIONS, when drawing up new agreements, should pay a little more attention to the number of hours they are to work. We have noticed lately in several agreements that little attention was paid to the number of hours to be worked, letting them stand at sixty per week or more. One would take it from the agreement that they were looking only for an increase in wages. Several of these scales have been sent back to the local without the approval of the International. With all workers, including those employed by the government, receiving shorter hours, or from 48 down to 40, we are unable to understand how these locals continue to work 60 or more hours. Our unions are organized to better their condi-

tions by shortening their hours as well as increasing their wages. Shorter hours will help members who are out of a job.—J. M. G.

ANY MEMBER who has charges preferred against him and is given a trial by the Executive Board of his local union, if he wishes to appeal from the decision of the trial board and there is a Joint Council in his district, he will have to appeal to that Council. He cannot appeal from the decision of the Joint Council to the General Executive Board, for the decision of the Joint Council is final and binding. If any member who is in trouble will read the International Constitution and By-Laws as well as the By-Laws of his own local union, he will save himself a lot of time in trying to have his appeal heard.—J. M. G.

NO JOINT COUNCIL has the power to enforce any of its decisions pertaining to changes in our laws at our convention on its affiliated locals. In other words, local union representatives can be instructed by their local unions but they cannot be instructed by Joint Councils. A Joint Council, however, can recommend to the local unions affiliated that they give aid and assistance in furthering certain resolutions coming before the convention. The delegates to the Joint Council may not be the elected delegates to the convention, and we repeat, no Joint Council can bind any delegate to vote on something the Joint Council passes on. The only body to whom the delegate is responsible for his acts in the convention is the local union of which he is a member. Some Joint Councils have already gone so far out of their way as to almost insist that local union delegates to the convention must follow their instructions. This is absolutely wrong and not in accordance with our laws. As stated above, the delegate to the convention is only answerable to his local union, and the Joint Council has no supervision or control over the delegate.—D. J. T.

THE LABOR PLANKS in the platforms of both the Democratic and Republican Parties, adopted by their respective conventions, will be given publicity through Central Bodies and labor publications of the American Federation of Labor during the months between now and the general election in November. President Green and Secretary-Treasurer George Meany appeared before both conventions and President Green read the proposals drafted and prepared by the Executive Council requesting both Platform Committees to embody the desires and requests of the Executive Council of the American Federation of Labor in said platforms. The platform of the Republican Party contains two small paragraphs dealing with Labor. The Executive Council of the American Federation of Labor presented requests covering ten pages of typewritten matter. Each claim and each request was carefully weighed and discussed before it was decided upon by the Executive Council. As stated above, the answer was two short paragraphs in the platform of the Republican Party. The same representatives of the American Federation of Labor appeared before the Platform Committee of the Democratic Party's national convention in Chicago, with Senator Robert Wagner as chairman of the committee. We have not time now to go into this matter but the platform of the Democratic Party, insofar as Labor is concerned, embodies many of the requests made by the American Federation of Labor. It also should be understood

that President Roosevelt has never strictly confined himself to the platform of the Democratic Party insofar as Labor was concerned. During the past eight years the administration has put through many labor laws that were not embodied in the platform, all of which have been helpful to Labor. The American Federation of Labor is strictly non-partisan, and in its presentation of the case it will not ask any of its members, nor can it compel any of its members to vote for any specific candidate. What it will do is to set forth the records of the Parties, the Labor planks in each platform, and the legislation favored by the candidates. Insofar as our International Union is concerned, each member is at liberty to vote for whom he pleases. We only ask you to give consideration, serious consideration, to those who have been helpful to us and to our membership, who may be candidates for office. No doubt there will be charges and counter-charges made against each candidate, which will be extremely confusing, but the workers of today are pretty well informed, and the employers and press of the nation, usually adverse to Labor, will not be successful in their endeavor to confuse the voters.

What we are interested in is not political jobs, but in legislation helping us to hold what we have and push forward in the future. Do your own thinking.—D. J. T.

AM BACK in my office taking care of important matters. Will return here every now and then. The work is double, but so is yours if you attend to your duty, as I think you do. Everyone now is called upon to give all there is in him to help in these troubled times. Yesterday in Chicago, today in Indianapolis, tomorrow in Washington, and so it all helps to keep our organization foremost in the public mind.—D. J. T.

THE MAN who can rise above his own petty jealousy and selfishness and rejoice at the success of his friend and neighbor is truly a great man. Jealousy, selfishness and hatred—but above all jealousy—has caused the awful disaster now going on in Europe. The success of some and the failure of others in both political parties in our country has injured—very materially injured—their progress. If you want to see how far-reaching and tricky big men can be in their hatreds and jealousies you should attend a convention of one of the major political parties. The writer has attended both conventions, as a spectator in one and as a delegate to the other, and substantially, in between the lines, the same kind of human beings can be found there—men who are willing to sacrifice themselves, and the other type, men who hate to see somebody get ahead of them. I might add this thought: There is also a fair sprinkling of this kind of man in the Labor Movement.

Again I repeat, the real man, the man you trust and depend upon, the man of honor, is he who rejoices and is grateful at the success of one of his fellowmen.—D. J. T.

THE International Union has no power to compel any local union to send its full quota of delegates, but it is the duty of the International President to inform the local unions as to the importance and the necessity of sending their full quota of delegates. We meet once every five years to make laws for the International Union. Any mistake that we make or anything that is neglected or left out that we should do, may cost your

organization twenty times more than the cost of sending a delegate. We have no proxy votes in our convention. A man must be present in order to be entitled to vote. Explaining further, if a local union is entitled to ten delegates and it only sends five, then that local union has only five votes instead of ten. We understand some local unions with large treasuries are so strictly businesslike, in their own opinion, that they are cutting down the number of delegates. This is penny wise and dollar foolish. The best money that was ever spent by a local union, in my judgment, is the money expended to send delegates to a convention to help make laws and to educate the delegates as to what goes on in the Labor Movement. In addition to this, the city of Washington is an education in itself, as I have stated before. Many prominent persons of a national character will be at our convention. Don't pinch your dollars by keeping back two or three delegates whose votes may be helpful in putting through an important measure which might mean the continued strength and life of your organization.

If you have had your election for delegates already and you have not sent your full quota and you can afford to do so, there is no law against your reconsidering and holding another election and sending the additional delegates. Believe me, it is seriously important.—D. J. T.

BELOW is an excerpt taken from the speech of President Roosevelt and broadcast from the White House early Friday morning, July 19, 1940:

"During the past few months, with due Congressional approval, we in the United States have been taking steps to implement the total defense of America. I cannot forget that in carrying out this program I have drafted into the service of the nation many men and women, taking them away from important private affairs, calling them suddenly from their homes and their businesses. I have asked them to leave their own work, and to contribute their skill and experience to the cause of their nation.

All Must Do Share

"I, as head of their Government, have asked them to do this. Regardless of party, regardless of personal convenience, they came—they answered the call. Every single one of them, with one exception, has come to the nation's capital to serve the nation.

"These people, who have placed patriotism above all else, represent those who have made their way to what might be called the top of their professions or industries through proven skill and experience."

President Tobin was one of the men whom President Roosevelt called. He is now serving (without salary) at a great sacrifice to his health. Because of our convention coming on he is also looking after all serious matters in our union. His services and his answer to the President's call to duty is your contribution to our country in this most dangerous hour of the world's history when civilization is in the balance.—D. J. T.

BECAUSE of the fact that the House and the Senate may be in session due to the war conditions in Europe, the city of Washington will be more crowded than we expected it to be when we made our convention arrangements. If the Congress is not in session the hotels will be only half filled. You will be able to tell by the middle of August whether or not the Congress will be in session in September, but as it looks at this writing it will be in session.

THE FACT that Congress may be in session during our convention has its advantages because you can visit the Congressional and Senatorial buildings and witness from the galleries the sessions of the Congress. There are so many buildings of importance, well worth seeing, in the city of Washington, that if there was nothing else offered for amusement and entertainment it would be an education well worth having. The general opinion is that we have 134,000,000 people in the United States and that less than 7,000,000 have ever seen the Capital of the nation, the city of Washington. What an advantage for you, therefore, and what a splendid opportunity for you to visit all those historical buildings, because Washington is not only the Capital of our great country, but it is recognized now as the Capital of the world, displacing Paris and London.

WHEN you are purchasing your railroad tickets, if you have a chance and you are living at a distance, you might arrange to go on from Washington to New York and see the World's Fair, or vice versa. It costs no more to go to New York by way of Washington or to go to Washington by way of New York. You can get a stop-over in either city by making arrangements with your railroad ticket agents.

Official Magazine of the
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